

# Wymeswold Parish Council Equality and Diversity Policy

## Commitment to Equality

**Wymeswold Parish Council** (the Council) acknowledges its statutory equality duty as a Public Sector employer under the terms of the Equality Act 2010. In particular, while we deliver our services and functions, we aim to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by or under this Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people from different backgrounds who share a protected characteristic and those who do not

The Council will ensure that staff, residents and service users are treated equally, with dignity and respect, regardless of: age, disability, race (including ethnic origin, colour, nationality and national origin), sexual orientation, sex/gender, religion or belief (including philosophical belief), gender reassignment, marriage and civil partnership, pregnancy and maternity (the nine characteristics protected by the Equality Act 2010).

The Council will seek to monitor and address unequal consequences, where possible, for different equality groups in the delivery of our outcomes and ensure that our over-arching values are integrated throughout our work.

### **As a Community Leader** we will:

- Promote good relations between communities in our communications and address negative stereotyping of any groups
- Encourage council members and managers to demonstrate personal leadership in equality and inclusion and provide them with appropriate training and development opportunities
- Promote and encourage diversity among election candidates to aim for the Council to have representative membership that reflects the local community they support
- Work with key stakeholders in the parish and borough to develop and support initiatives that help improve the social and economic environment

### **As a Service Provider** we will:

- Provide services that are accessible to all and that are tailored to the diverse and individual needs of our community
- Ensure that our work and future strategy reflects the views of local residents by consulting and engaging with all groups in our community, especially those representing marginalised or disadvantaged groups
- Ensure that all residents have equal opportunity to participate and influence the democratic process

**As an Employer we will:**

- Aim for the Council to have a representative workforce that reflects the local community they support
- Treat fairly and equally all employees, whether full-time, part-time, fixed term contract, agency workers or temporary staff. Selection for employment, promotion, training, remuneration or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the Council
- Continue to review and develop our human resources policies and procedures (including recruitment and learning and development) to ensure they are inclusive and accessible for all staff
- Ensure that learning and development is undertaken so that staff understand the importance of equality and are well-trained and equipped to manage and/or work within a diverse workforce and meet the needs of our local community
- Ensure that procedures are in place that support all employees to receive fair treatment and address any harassment or bullying
- Monitor and review our pay and remuneration arrangements to ensure equal pay
- Review the Equality and Diversity policy annually to assess how it is working in practice and take necessary action to address any issues

This policy was approved at the Wymeswold Parish Council meeting of 3rd April 2023. Next policy review date unless a need for update is required is in April 2026.